Working together for a fairer school

Albert Primary School

Strategic Equality Plan 2025 – 2029

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Introduction

We are proud to introduce our school's Strategic Equality Plan for 2025–2029 'Working together for a fairer school', aligned with the Vale of Glamorgan Council's Corporate Plan, 'Vale 2030 Strong Communities with a Bright Future' and its Corporate Strategic Equality Plan 'Working together for a fairer future'.

Our Strategic Equality Plan outlines our commitment to equality over the next four years, reflecting the diverse needs, aspirations, and concerns of our school community.

We promote inclusion for all protected groups under the Equality Act 2010, including embracing differences in ethnicity, sex, sexual orientation, religion, age, ability, and gender identity as well as socio-economic background. We aim to deliver a curriculum that creates a sense of belonging by being actively inclusive and supports pupil wellbeing. We proactively address bullying and discriminatory incidents, nurturing a culture of kindness and inclusion.

We are an ambitious, forward-thinking school, and with the support of pupils, families, staff, governors, and the wider community, we will continue working together for a fairer future.

Name: Mrs Jendy Hillier	**Name: Mr Daniel Bennett**
Chair of Governing Body	**Headteacher**

Purpose of the Strategic Equality Plan

The Equality Act 2010 makes clear that discrimination is not acceptable in society. This Strategic Equality Plan outlines how our school meets its legal duties under the Act, including the Public Sector Equality Duty and the specific duties for Wales.

The Public Sector Equality Duty applies to nine protected characteristics:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race
7. Religion and belief
8. Sex
9. Sexual orientation

As a public authority, the school must have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act.
- advance equality of opportunity between people who share a relevant protected characteristic and those who do not.
- foster good relations between people who share a relevant protected characteristic and those who do not.

This includes:

- Reducing disadvantages linked to protected characteristics.
- Meeting different needs of protected groups.
- Promoting participation in school life where underrepresentation exists.

Specific duties help schools demonstrate compliance with the general duty through:

- School development or improvement plans
- Equality objectives
- Professional learning

- Stakeholder engagement
- Annual reporting and impact assessments
- Publishing equality data
- Accessibility strategies

Plan priorities are developed in partnership with:

- Pupils and the School Council
- Parents and carers
- School staff
- Governing Body
- Local Authority

Our Plan aligns with the Vale of Glamorgan Council's Strategic Equality Plan 2025–2029 ' Working Together for a Fairer Future' which includes census and economic data.

Socio-economic Duty

Effective from 31 March 2021, the Socio-economic Duty supports fairer decision-making and aims to reduce poverty. Whilst the duty does not apply to schools, our Plan includes measures to address socio-economic disadvantage.

Welsh Language

The Council's Welsh Language Promotion Strategy 2022 - 2027 and Welsh in Education Strategic Plan (WESP) 2022-32 set out actions to support Welsh speakers. We will consider how proposals may affect Welsh speakers, including where protected characteristics intersect.

Vision and values

At Albert Primary we value everyone's uniqueness, embrace their qualities and support them to be the best version of themselves. We aim to promote a 'sense of belonging', where everyone is included, respected, feels safe to make mistakes and ready to learn; a vision that allows us to thrive and grow.

Our values are consistent with the 7 well-being goals for Wales identified in the Well-being of Future Generations Act. Our equality priorities consider this Act and will help us to contribute to the Welsh Government's wellbeing goals, including creating a more equal Wales.

Context

At Albert Primary School, we believe that every child and adult is unique, valued and capable of achieving their very best. Our vision is rooted in celebrating individuality, recognising the strengths, talents and qualities that make each person special, and providing the support and opportunities needed for everyone to flourish.

We are committed to creating a strong sense of belonging across our school community, where every individual feels welcomed, included and respected. We strive to ensure that our school is a place where children feel safe, confident and inspired to learn, knowing that mistakes are an important part of growth and success.

Through high expectations, nurturing relationships and a culture of kindness and respect, we encourage our pupils to develop resilience, curiosity and a lifelong love of learning. We work together with families, staff, governors and the wider community to create an environment where everyone can thrive, grow and become the best version of themselves.

At Albert Primary, we are proud to be a school where every voice matters, every individual is valued, and every child is supported to achieve their potential and make a positive contribution to the world around them.

Albert Primary School is a County Community Primary School catering for pupils between the ages three and eleven years of age.

The school is situated in Penarth in the Vale of Glamorgan. This year the school has 364 pupils on roll plus a further 72 part-time Nursery places enrolled over three terms.

The world is changing rapidly and the context for this Plan similarly changes regularly.

What remains the same is the need for our school to engage with the community, to collaborate with our partners and to embrace change. We must consider the diverse needs of the population whether that be due to their protected characteristics, financial circumstances, or one of the many other reasons that can affect what support our school community needs.

Since we agreed the last Strategic Equality Plan in 2020, there have been changes that have impacted upon our pupils' lives including Covid and the cost-of-living crisis. The Welsh Government has published several plans such as the Anti-racist Wales Action Plan, the LGBTQ+ Action Plan for Wales and the Draft Disabled People's Rights Plan. There is some reflection of these priorities in this Plan.

Equality Objectives – what we have done

- Staff have engaged in anti-racist professional learning, developing their understanding of equity, diversity and inclusion. This has been further strengthened through action research projects, enabling practitioners to reflect on and adapt their practice to ensure that all pupils feel represented, valued and supported within the curriculum and wider school life.

- The school has continued to develop its work as a School of Sanctuary, fostering a welcoming and inclusive environment for all. This includes targeted support and opportunities for pupils from the global majority and those who identify as LGBTQ+, ensuring that diversity is celebrated and that pupils feel safe, respected and able to thrive.

- Processes for identifying and supporting disabled pupils and those with additional learning needs have been strengthened. Staff work closely with pupils, families and external agencies to identify needs at an early stage and provide appropriate, responsive support to enable all learners to access the curriculum and make progress.

- The school has actively promoted Welsh language and culture through participation in a range of Welsh Government initiatives and schemes, including progress towards the Gold Cymraeg Campus Award. These initiatives have helped to increase the visibility and everyday use of Welsh throughout the school.

- Opportunities for pupils, staff and families to use and celebrate the Welsh language have been expanded. Welsh is increasingly embedded in daily routines, school events, enrichment activities and communication with the wider community, contributing to a positive bilingual ethos and encouraging greater confidence in using Welsh beyond the classroom.

Strategic Equality Objectives – what we will do

Building on the work that we have already begun, the following two objectives will help us to make further progress in creating a fair and inclusive environment for our school community:

1. To create a fair school to learn and work
2. To give everyone a fairer opportunity for a good start in life

To support these objectives, we aim to complete the following actions.

Strategic Equality Objective 1: To create a fair school to learn and work

What we will do – our actions

- Work with the Council to adopt best practice in inclusive recruitment.
- Continue to promote opportunities to use the Welsh language in the school community.
- Quality teaching and learning which is inclusive and accessible.
- Ensure school council representation reflects diversity (protected characteristics and socio-economic background)
- Deliver equality, diversity, and disability professional learning for all staff and governors.
- Strengthen the role of the Governing Body Equality and Diversity Champion
- Communicate with families in plain, easy to understand language, including home languages.
- Engage disabled pupils and staff in the development of provision through a rights-based approach.
- Undertake our reasonable adjustments duty by taking positive steps to ensure that disabled pupils can fully participate in the education provided by the school, and that they can enjoy the other benefits, facilities, and services that the school provides for pupils.
- Collect and analyse data on bullying/identity-based incidents; refine response strategies.
- Address bullying based on gender identity including recording and reporting incidents.
- Support LGBTQ+ pupils and deal with bullying/identity-based incidents Embed diversity, equity, and inclusion throughout the curriculum.
- Ensure that individual development plans (IDPs) are in place, monitored and kept under review, for pupils with an identified Additional Learning Need.
- Deliver Violence against women, domestic abuse, and sexual violence (VAWDASV) training.
- Actively support and contribute to the Multi-Agency Risk Assessment Conference (MARAC) Domestic Violence board to ensure victims of domestic violence and their children are supported and protected by statutory partners.

- Collaborate with partners to ensure all learners from Year 11 onwards have a 'destination' when leaving statutory school age.
- Improve opportunities for disabled people to access apprenticeships.
- Improve opportunities for people from the global majority to access apprenticeships.

Strategic Equality Objective 3: To give everyone a fairer opportunity for a good start in life

What we will do – our actions

- Improve attainment and attendance of pupils eligible for free school meals (eFSM).
- Collect and analyse attendance data for all pupils, identifying any differential gaps between vulnerable groups and work towards minimising these to ensure equity-focused outcomes.
- Collect and analyse data for incidents resulting in fixed term exclusions and or permanent exclusions to evidence areas of increased concerns and seek suitable multi-agency support and advice.
- Minimise exclusion rates for pupils with protected characteristics and those with socio-economic disadvantage by implementing prevention and support strategies.
- Become a School of Sanctuary
- Continue to become more actively anti racist through professional learning using the Anti-racist Wales Action Plan.
- Continue to develop and implement actively inclusive policies (e.g. Anti-Racism, Care Experienced Children)
- Raise awareness of climate change.

Monitoring Progress & Publishing Results

Our School will continue to check on progress towards meeting our equality objectives and report on this each year to the Governing Body in our annual equality monitoring report. This report will be published on our website and includes milestones and an assessment of the effectiveness of the steps we are taking to meet our equality objectives.

For More Information

Visit our website: albertprimary.co.uk

If you have a query, please contact us:

office@albertprimary.co.uk or phone: 029 20707682

Useful Links

Additional Learning Needs Code

Anti-racist Wales Action Plan

Draft Disabled People's Rights Plan

Equality Act 2010

LGBTQ+ Action Plan for Wales

Public Sector Equality Duty and the specific duties for Wales

Refugee and asylum seeker plan

School of Sanctuary

Socio-economic Duty

Violence against women, domestic abuse, and sexual violence

Well-being of Future Generations Act

Welsh Language Promotion Strategy 2022 - 2027

Youth Engagement and Progression Framework